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McMASTER UNIVERSITY
FACULTY ASSOCIATION

McMaster University Faculty Association (MUFA) Remuneration Brief

December 14, 2007

Opening Statement

MUFA restates its firm commitment to the "Principles for Negotiation of Faculty Remuneration" as agreed to by the Joint Committee (Appendix I).

MUFA continues to be committed to enhancing McMaster's international reputation for research excellence and teaching, and believes that the University must make its teaching and research mandate the highest priority for resources. MUFA supports the University Administration's goals of ensuring the highest standards of excellence of McMaster's faculty and believes that competitive compensation with respect to comparator universities is critical for the fulfillment of these goals. The Faculty complement is the major factor in creating the unique academic environment that exists at McMaster. McMaster University, together with the University of Toronto, shares the challenges and opportunities of being a large, research-intensive University in the Greater Toronto Area (GTA). Like the University of Toronto, McMaster University consistently ranks highly on international university standings, including 87th on the Shanghai Jiao Tong University Academic Ranking of World Universities and 108th worldwide in the 2007 Times Higher Education Ranking. Indeed, McMaster is one of the few Canadian universities even to be included in these rankings. The high rankings are recognized by the University Administration as these are frequently cited in public announcements and in University promotion. It is surprising that McMaster faculty salaries, regardless of level or age group, are among the lowest of the Ontario research universities even during 2005 when McMaster was named "Research University of the Year". MUFA notes, with considerable concern, increasing unease among faculty across campus regarding the uncertainty of academic priorities and the lack of faculty renewal. MUFA strongly urges the Administration to develop a plan for faculty renewal that at least partially addresses the lack of compensatory increase in tenure-track faculty during the large, unplanned increases in undergraduate enrolment over the last few years (see *Reflections on the State of the Academy*). The consequent increased workload for faculty has also led to serious declines in quality of education at both the graduate and undergraduate levels. MUFA believes that this should be studied more fully by a joint Administration/Faculty Association committee.

MUFA notes that increases in the last few agreements have not restored faculty salaries to the levels of the early 1990s (Table 1). Other universities in Ontario have largely recovered from the salary losses incurred during the Rae/Harris governments. MUFA notes the percentage of the University budget allocated to faculty salaries continues a precipitous decline that began five years ago and that this troubling trend is at variance with other Ontario universities and with prior years (Tables 2, 3). Further, this important statistic is also substantially lower than other key indices, including the Canadian and comprehensive universities' averages (Table 3). MUFA recognizes the importance of open and frank dialogue with the Administration representatives during the term of the next agreement and has formally constituted a Budgetary Advisory Committee that will periodically review University budget priorities. Reports issued by the Committee will be a complement to Administration documents and will help stimulate discussion regarding planning.

MUFA is committed to ensuring that McMaster's ability to recruit promising new faculty is not compromised by any selective marginalization of benefits. We are, therefore, committed to the principle of equal benefits for all faculty at McMaster University and passed a resolution to this effect during the 2006/07 year.

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MUFA regards the compensation of faculty at the University of Toronto and other comparator institutions (the Bovey Commission 5) to be the single most important factor in determining faculty compensation at McMaster University.

In contrast to the University Administration's oft-stated concerns regarding the uncertainty of future provincial funding, MUFA places less reliance on University budget projections as tools in remuneration discussions, as these are subject to variances which may confound sound academic and support planning.

MUFA considers the financial circumstances of the University to be best represented through its annual report to Statistics Canada by the Chief Financial Officer (CFO) and by external, third party agencies including reports by bond rating agencies. MUFA believes that these represent the most accurate reflection of the University's current financial state and have the additional desirable characteristic of being validly compared to similar reports from other institutions. Because of the complexity of these documents, MUFA has provided, as Appendix tables, summary statistics that can serve as background for faculty remuneration discussions.

The Administration has, in budget reports and other financial statements, emphasized actuarial estimates of post-retirement liabilities and the need to account for these in current budget plans. MUFA is mindful of a recent arbitration ruling in the case of University of Toronto vs. University of Toronto Faculty Association in which the use of actuarial estimates (regarding pensions) was found to be unreliable in cost estimations. MUFA agrees with Arbitrator Winkler that actuarial estimates of liabilities should not be used for purposes for which they were not intended (e.g. remuneration negotiations).

Regarding actuarial estimates in pension liabilities, Mr. Justice Winkler stated:

In truth, the only real surplus or deficit in a pension plan is that which remains after a plan has been wound up and all accrued liabilities have been accounted for. Actuarial surpluses or deficits in the interim exist only as mathematical constructs produced by applying certain assumptions to the assets and obligations of the plan. As such they are no more than snapshots in time and subject to the periodic fluctuations driven by the dynamics of the investment market and the changing makeup of the plan's beneficiary class. While prudent management practice and regulatory oversight require the taking of such snapshots in respect of pension plans, the resulting picture does not necessarily drive a particular result in bargaining.

Proposals for July 1, 2008

1. Length of Contract

MUFA proposes a one year contract (July 1, 2008 – June 30, 2009).

2. Career Progress and Merit

MUFA proposes an increase from 120 to 130 units of award per 100 faculty with 120 units to be allocated at the department level. This will allow greater recognition of research excellence without compromising allocation of par unit awards for satisfactory performance.

The librarian merit pool will be calculated according to the process described in the Salary and Benefits Negotiations policy.

3. Across-the-Board Increase

In order to be comparable to recent settlements at Ontario universities, MUFA proposes a 3.8 % Across-the-Board increase, which will also be applied to salary floors, par merit increments, CP/M breakpoints and overload stipends. This will not, however, address the past erosion of salaries (see Table 1).

4. Comparator University Correction

Comparison with other universities reveals how far behind McMaster salaries have slipped in recent years (Tables 4, 5). McMaster salaries, on the whole, are more than 5.0% below the average of the other Bovey 5 universities. MUFA proposes a 2.0% correction increase to all levels to partially address this system difference. Without this improvement (above the across-the-board), McMaster faculty will continue to have among the lowest salaries of the Ontario research-intensive universities. We note that the most useful comparator university is the University of Toronto which, like McMaster, is a large, research-intensive university located in

the GTA area. McMaster's standing as a premiere research university is largely due to the efforts of faculty and, as such, salaries should be substantially higher than the Bovey group average. This improvement will have the added benefit of improving our shared goal of faculty retention and recruitment.

5. Minimum Salary Correction

McMaster salaries at the lecturer and assistant ranks fare especially poorly in relation to comparator universities. This is due to low salary floors (Table 5) and low initial salaries in some Faculties. MUFA notes that in comparison to other universities, salaries at the assistant professor, lecturer and librarian levels are more discrepant with comparator universities than those at the associate and full professor level. MUFA proposes that floor minima at the assistant professor and lecturer levels be increased by \$6,000 and \$4,000 respectively. MUFA further proposes that Librarian I and II floors be increased by \$4,000 and \$5,000, respectively. The floors will be increased prior to applying the CP/M and Across-the-Board increases described in points 2 and 3 above.

6. Child Care Support

Consistent with recent settlements at two comparator universities, Queen's University and the University of Toronto, MUFA proposes up to a \$2,000/year of matching funds for out-of-pocket child care expenses for each eligible child up to the age of seven. To contain costs, the total funds available will be limited to \$280,000 with claims to be adjusted (pro-rated) if this cap is reached in any single year. We further propose that this be increased annually by the CPI.

7. Supplementary Pension

The recent increases in the Canadian Revenue Agency maxima for defined benefit pensions only partially address the pension shortfall for many retiring faculty. MUFA, therefore, proposes that a supplementary pension plan be adopted that is modeled after the University of Toronto/University of Waterloo plans. This would be developed by a joint working committee with equal representation from MUFA and the Administration, with a view to its implementation by July 1, 2009.

8. Improved Pension Indexing

The current pension index formula is not fully indexed and thus pensions have declined over the last few years. In the recent University of Toronto settlement, full indexing was adopted. MUFA proposes that McMaster faculty pensions also be fully indexed to the CPI.

9. Parental Leave Support

MUFA proposes an increase in pregnancy/parental leave support to be competitive with comparator institutions: two weeks full salary; next 19 weeks topped up to 85%.

10. Professional Development Allowance (PDA)

MUFA notes that the cost of books and journal subscriptions has increased faster than the cost of inflation and proposes a \$200 increase in the PDA for faculty and librarians.

11. Health Benefits Improvements

MUFA proposes:

- i. an increase in the Vision Care benefit to \$400 per person, including dependents, per rolling 24 months.
- ii. an increase in paramedical benefits to \$400 per person per practitioner per year.

12. Faculty Workload

MUFA proposes the establishment of a joint Administration/MUFA committee to examine faculty workload including effects on graduate and undergraduate education.

The proposed improvements in compensation are well within the comparative parameters of spending in the Ontario system for university faculty/librarian remuneration. We trust the Administration representatives will find them to be fair and equitable and look forward to an early conclusion to remuneration negotiations.

Appendix I

Principles for Negotiation of Faculty Remuneration

Introduction

In recognition that the negotiation of faculty remuneration at McMaster should be conducted within a collegial rather than confrontational framework, the Joint Committee agrees that it is desirable to establish commonly held principles within which such negotiations would take place. We hope that by doing so we can reach an agreement of mutual benefit by applying these principles rather than by hammering away at opposing positions until there is either enough “giving in” to reach an agreement or a stalemate forcing use of the final offer selection process. The following principles are presented for this purpose.

General Statement

Both the Faculty Association and the Administration recognize that McMaster University has a complement of highly qualified faculty members who are committed to the mission and objectives of the University and who work diligently to further those objectives. As a consequence, it is the desire of both parties that remuneration be at a level which adequately compensates faculty members for their contributions to the University. It is also the desire of both parties that the working conditions of McMaster faculty members be adequate, including both those matters which have a direct impact (e.g. class sizes) and an indirect impact (e.g. services and environment provided through the University infrastructure). In order to achieve these goals, it is important that other expenditures (e.g. for personnel services, fund-raising) be made judiciously. In the Joint Committee we are attempting to find an appropriate balance between these considerations in reaching an agreement on remuneration.

Principles Concerning Individual Compensation

1. Faculty salary and benefits should compare favourable to those in comparable jurisdictions, including specifically other excellent universities.

Maintaining a competitive salary position with other universities is important both for the morale of faculty members and for McMaster’s competitive position, i.e. being able to recruit and retain highly qualified faculty members.

2. Faculty salaries and benefits should be protected from inflation.

Erosion of salaries relative to inflation, which has occurred in a number of years due to underfunding of the universities, is bad for morale and makes the prospects of an academic career less attractive to graduate students and young PhDs.

3. Differing degrees of contribution to the University depending upon experience and individual talents should be recognized through application of the CP/M Scheme, with sufficient par units to enable the rewarding of the many excellent faculty members without penalizing other competent faculty members.
4. Faculty should be protected from catastrophic expenses, such as those arising from ill health.
5. Consideration should be given to the tax effects of the form of remuneration.
6. Faculty should look forward to a good pension upon completion of their academic careers.

Principles Concerning Working Conditions

7. Faculty members should be able to teach in an instructional environment which is conducive to the educational process.

A conducive instructional environment includes: students of high quality, class sizes which are not too large and access to instructional assistance, e.g. teaching assistants.

8. The University's operating budget should enable the appointment of new faculty, both to replace those who have retired (or resigned) and to compensate for an increased number of students.

Working conditions will be seriously undermined if the University is unable to replace retiring professors, since the remaining faculty complement will need to provide additional instruction to compensate for their loss. Similarly, additional faculty members are needed to handle the increased number of students which have enrolled at McMaster in recent years. In allocating these appointments, consideration should be given to shifting teaching and research needs across the University.

9. The University should seek to redress the erosion of working conditions which has occurred during the past few years.

The increased number of students, without a compensating increase in faculty appointments has resulted in a significant increase in student/faculty ratio during the past ten years. This has been accompanied by increased pressure on space (lecture rooms, offices and lounge space) and by fewer dollars available for instructional supplies and expenses.

10. Faculty should be provided with resources to do their jobs effectively.

Such resources include: office and laboratory supplies, access to support staff (e.g. for typing correspondence or assisting in the development of laboratory experiments), library, computing facilities and instructional assistance.

11. The University should assist faculty members to enhance their research and scholarship effectiveness.

Such assistance includes: research grants (through the Research Boards), funds for travel to conferences, funds for purchase of books and journals, and research leaves.

*Approved by the Joint Committee — January 30, 1990
Reviewed and Approved in Principle by the Joint Committee — November 14, 2001*

Table I
History of ATB and CP/M at McMaster, 1991-2007

YEAR	(1) December to December Inflation Rate (Previous Year) ¹	(2) ATB Paid to Faculty at McMaster ²	(3) Cumulative Real Decrease in Salaries	(4) Catch-up Required to Attain 1991 Real Level	(5) CP/M Paid at McMaster (par units per 100 faculty)
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From 1991 until most recent agreement:

1991/92	5.0%	5.0%	-	-	120
1992/93	3.8%	2.0%	1.7%	1.7%	120
1993/94	2.1%	0.0%	3.8%	3.9%	110
1994/95	1.7%	-0.5%	5.8%	6.2%	110
1995/96	0.2%	0.0%	6.0%	6.4%	55 + 55 ³
1996/97	1.7%	0.0%	7.6%	8.2%	80 + 30 ³
1997/98	2.2%	0.0%	9.6%	10.6%	120
1998/99	.7%	1.0% ⁴	9.3%	10.3%	120
1999/00	1.0%	1.25% ⁵	9.2%	10.1%	120
2000/01	2.6%	0.5%	11.0%	12.4%	120
2001/02	3.2%	1.25% ⁶	12.7%	14.6%	120
2002/03	.7%	3.6% ⁷	10.2%	11.4%	120
2003/04	3.9%	3.6% ⁷	10.4%	11.7%	120
2004/05	2.0%	3.6% ⁷	9.0%	10.0%	120
2005/06	2.1%	3.0%	8.2%	8.9%	120

Most recent agreement (March 3, 2006):

2006/07	2.2%	3.0% ⁸	7.4%	8.1%	120
2007/08	1.8%	3.0% ⁸	6.2%	6.9%	120

Notes:

1. Based on Consumer Price Index, Canada, All items, not seasonally adjusted.
2. Figures in this column do not include one-time salary cuts in the form of unpaid days, or one-time payments.
3. Payment of the second portion of 1994 and 1995 merit (85 of 110 par units) began January 1, 1999.
4. Scale increase of 1% on May 1, 1999.
5. November 1999.
6. October 2001.
7. Approximation: actual faculty increase was 3.0% across the board plus \$500.
8. Awarded in two increments of 1.5% on January 1 and July 1 of each year.

Table 2
Percent of University Budget Spent on Academic Salaries in
Ontario Universities (Source: OCUFA)

UNIVERSITY	1995/96	1996/97	1997/98	1998/99	1999/00	2000/01	2001/02	2002/03	2003/04	2004/05
BROCK	39.90%	39.10%	39.00%	37.40%	37.40%	35.20%	34.10%	35.20%	33.30%	32.20%
CARLETON	36.50%	34.90%	33.90%	32.50%	31.10%	33.00%	34.30%	31.90%	30.60%	30.40%
GUELPH	36.70%	35.10%	35.30%	34.30%	30.70%	29.60%	30.30%	28.60%	28.60%	30.50%
LAKEHEAD	36.70%	36.50%	35.60%	38.00%	36.50%	35.40%	39.90%	40.10%	35.50%	35.50%
LAURENTIAN	40.40%	41.00%	40.50%	40.40%	39.30%	39.30%	40.40%	39.00%	39.00%	39.00%
MCMASTER	31.80%	30.20%	31.20%	31.60%	30.40%	32.60%	30.60%	24.40%	25.00%	24.60%
NIPISSING	43.50%	39.50%	35.50%	38.30%	34.60%	35.50%	35.70%	33.40%	35.90%	35.10%
OTTAWA	33.00%	33.20%	31.60%	31.20%	29.70%	29.40%	30.10%	28.40%	27.40%	27.50%
QUEEN'S	33.40%	30.80%	29.90%	28.80%	26.70%	27.10%	28.20%	27.90%	28.70%	29.60%
TORONTO	34.10%	35.40%	35.00%	30.70%	29.50%	30.00%	28.30%	27.50%	26.80%	25.70%
TRENT	39.30%	39.20%	39.90%	38.60%	37.50%	35.20%	36.00%	35.10%	35.80%	37.00%
WATERLOO	34.80%	32.20%	30.90%	30.90%	32.60%	32.20%	32.30%	30.80%	30.70%	30.10%
WESTERN	34.70%	34.90%	34.80%	32.40%	31.70%	30.60%	32.70%	32.20%	31.60%	37.50%
W.L.U.	43.00%	41.80%	40.90%	37.90%	37.40%	37.80%	37.90%	36.90%	35.90%	35.60%
WINDSOR	34.90%	34.40%	31.80%	31.30%	29.80%	29.70%	29.00%	29.60%	28.50%	31.10%
YORK	34.90%	35.20%	37.10%	32.40%	31.30%	31.30%	31.80%	30.50%	29.30%	29.60%
SYSTEM	35.20%	34.60%	34.30%	32.20%	30.80%	30.90%	31.00%	29.60%	29.00%	29.40%

Table 3
Budget Expenditures as a Percentage of Budget at McMaster
in Relation to Canada, Ontario and Comprehensive University Averages
(Source: OCUFA)

2005/2006		Canada	Ontario	Comprehensive	McMaster
Salaries	1. Academic ranks	29.6%	27.8%	29.6%	21.1%
	2. Other instruction and research	4.8%	5.0%	4.5%	3.8%
	3. Other salaries and wages	27.2%	26.7%	28.4%	29.9%
	4. Benefits	11.6%	12.3%	11.8%	11.1%
	5. Travel	1.8%	1.7%	2.0%	1.0%
	6. Library acquisitions	2.1%	2.2%	2.1%	1.9%
	7. Printing and duplicating	0.6%	0.7%	0.7%	0.4%
	8. Materials and supplies	3.0%	3.4%	2.6%	6.7%
	9. Communications	0.7%	0.7%	0.6%	0.8%
	10. Other operational expenditures	3.7%	3.3%	3.4%	4.6%
	34. Operational supplies and expenses	8.0%	8.0%	7.2%	12.6%
	11. Utilities	3.3%	3.6%	3.2%	6.6%
	12. Renovations and alterations	0.8%	1.3%	0.9%	1.6%
	13. Scholarships, bursaries and prizes	3.9%	6.3%	4.6%	6.3%
	14. Externally contracted services	1.9%	1.3%	1.5%	1.6%
	15. Professional fees	1.7%	1.1%	1.4%	0.8%
	16. Cost of goods sold	0.3%	0.0%	0.1%	0.0%
	17. Interest	0.7%	0.7%	0.5%	1.2%
	30. Sub-total (line 17 + principal)	0.7%	0.7%	0.5%	1.2%
	18. Furniture and equipment purchase	2.4%	2.8%	2.8%	2.9%
	19. Equipment rental and maintenance	1.2%	1.3%	1.2%	1.1%
	20. Internal sales and cost recoveries	-2.1%	-2.5%	-1.8%	-3.6%
	21. Sub-total	99.3%	99.5%	99.9%	100.0%
	22. Buildings, land and land improvements	0.6%	0.4%	0.0%	0.0%
	23. Lump sum payments	0.2%	0.1%	0.1%	0.0%
	33. External cost recoveries (pre 2000)	0.0%	0.0%	0.0%	0.0%
	24. Total	100.0%	100.0%	100.0%	100.0%

Table 4
Ranking of Ontario University Faculty Salaries
by University and Age Group (2004/2005)
 (most recent available data — Source OCUFA)

FULL PROFESSOR

UNIVERSITY	AGE GROUP																Rank ALL	Rank BOVEY		
	Under 30		30-34		35-39		40-44		45-49		50-54		55-59		60+				TOTAL	
	N	MEAN	N	MEAN	N	MEAN	N	MEAN	N	MEAN	N	MEAN	N	MEAN	N	MEAN			N	MEAN
McMaster University	0	0	0	0	3	0	15	112673	54	118952	54	120797	66	127475	66	126556	255	122982	6	4
Queen's University	0	0	0	0	0	0	15	108640	45	120560	57	119759	57	125730	57	126535	237	122182	7	5
University of Guelph	0	0	0	0	0	0	9	105510	27	106674	69	113496	96	118570	60	118575	258	115618	NA	NA
University of Toronto	0	0	0	0	9	135691	66	137657	105	146893	138	142838	174	142635	240	146830	732	144133	1	1
University of Waterloo	3	0	0	0	3	0	24	117402	69	120740	54	126762	84	129782	78	134529	315	127350	3	2
University of Western Ontario	0	0	0	0	0	0	9	118959	42	119913	51	119178	69	126094	81	126899	261	123658	5	3
Brock University	0	0	0	0	0	0	12	99764	12	103387	24	111920	33	122587	39	130607	117	119103	10	
Carleton University	0	0	0	0	0	0	15	100422	36	101068	48	113177	54	118665	66	121943	219	114417	14	
Lakehead University	0	0	0	0	0	0	3	0	15	104428	15	109137	24	114799	21	117385	81	111863	15	
Laurentian University	0	0	0	0	0	0	3	97029	12	106175	21	114015	30	118476	33	131676	102	119343	9	
Nipissing University	0	0	0	0	0	0	0	0	0	0	3	0	6	110433	0	0	9	110487	16	
RMC of Canada	0	0	0	0	0	0	3	0	6	117368	15	116669	24	117901	33	116630	81	116961	11	
Ryerson University	0	0	0	0	0	0	3	0	18	108949	36	115371	75	118546	69	118068	204	116884	12	
Trent University	0	0	0	0	0	0	0	0	9	117661	12	123965	21	135220	33	140539	81	132512	2	
University of Windsor	0	0	0	0	0	0	6	108761	18	101221	27	111355	33	125176	60	129622	144	120721	8	
Wilfrid Laurier University	0	0	0	0	0	0	3	111034	12	106604	27	113402	33	124065	33	126378	111	119803	13	
York University	0	0	0	0	0	0	9	120491	30	128674	48	122994	75	123921	135	128414	300	126210	4	

ASSOCIATE PROFESSOR

UNIVERSITY	AGE GROUP																Rank ALL	Rank BOVEY		
	Under 30		30-34		35-39		40-44		45-49		50-54		55-59		60+				TOTAL	
	N	MEAN	N	MEAN	N	MEAN	N	MEAN	N	MEAN	N	MEAN	N	MEAN	N	MEAN			N	MEAN
McMaster University	0	0	3	0	30	97409	54	98005	36	96188	21	98902	21	104383	18	112404	180	99790	7	5
Queen's University	0	0	3	0	30	97376	66	102406	51	101057	27	100477	33	109847	18	111427	222	102887	5	3
University of Guelph	0	0	3	0	15	90685	51	93081	54	97295	45	102354	27	103903	27	106547	222	98682	NA	NA
University of Toronto	3	0	9	114996	84	111413	120	112840	111	111910	81	110244	66	114010	66	120899	537	113198	1	1
University of Waterloo	0	0	3	0	39	93180	81	100244	72	100846	39	106557	33	111974	33	122116	300	103902	4	2
University of Western Ontario	0	0	3	115095	33	94381	78	100435	66	95178	60	98727	36	109525	48	112347	324	101367	6	4
Brock University	0	0	3	0	30	84387	30	91462	30	95998	42	102498	36	109069	18	116653	186	99184	9	
Carleton University	0	0	3	0	24	83240	45	88315	57	93263	45	100957	30	103667	36	112207	240	96911	12	
Lakehead University	0	0	0	0	12	79458	18	81232	27	87172	21	97420	15	97355	9	103944	102	89718	16	
Laurentian University	0	0	3	0	6	84306	18	87175	21	91965	18	93423	18	104209	21	108270	105	95887	13	
Nipissing University	0	0	0	0	3	0	6	85571	3	0	6	89661	6	97682	6	97278	27	93547	14	
RMC of Canada	0	0	0	0	3	88966	12	90268	6	91380	6	97111	3	93940	12	96007	45	93289	15	
Ryerson University	0	0	0	0	30	95123	51	97811	42	98474	42	99513	21	107678	6	109340	198	99709	8	
Trent University	0	0	0	0	9	86802	18	92605	12	100516	21	114405	9	115114	18	117377	90	105277	3	
University of Windsor	0	0	3	0	15	82397	33	88238	21	92943	33	98786	24	104694	30	116065	162	98062	10	
Wilfrid Laurier University	0	0	3	0	18	91598	30	89512	24	90940	33	98073	27	101988	12	121723	144	96915	11	
York University	0	0	3	0	30	100927	93	102715	102	104110	105	105641	93	108199	129	116158	552	107502	2	

Table 4 (continued)

ASSISTANT PROFESSOR

UNIVERSITY	AGE GROUP																Rank ALL	Rank BOVEY		
	Under 30		30-34		35-39		40-44		45-49		50-54		55-59		60+				TOTAL	
	N	MEAN	N	MEAN	N	MEAN	N	MEAN	N	MEAN	N	MEAN	N	MEAN	N	MEAN			N	MEAN
McMaster University	6	82629	51	76487	78	80137	30	72182	18	70543	9	79169	9	79201	3	0	204	77123	7	5
Queen's University	3	108744	54	90000	75	83978	24	87830	12	88176	15	88445	3	93815	0	0	186	87560	2	2
University of Guelph	0	0	54	74922	105	77723	60	78070	45	79991	18	77413	12	89716	6	73042	294	77947	NA	NA
University of Toronto	15	98743	126	96163	165	92853	81	91525	30	84664	12	89338	9	79893	3	0	441	92864	1	1
University of Waterloo	9	75476	90	81305	60	78173	36	79182	18	75801	9	79512	6	83411	3	0	231	79733	5	4
University of Western Ontario	6	69500	72	76704	90	83366	75	82443	33	75383	18	78529	15	79548	3	0	312	79879	4	3
Brock University	3	78088	45	74658	48	73961	30	70696	24	77982	6	81941	6	96115	0	0	168	75266	11	
Carleton University	3	0	54	70569	57	70819	33	79448	24	82437	12	87692	9	85109	3	89404	195	75708	9	
Lakehead University	3	0	15	67337	24	67868	18	72033	9	72249	9	83326	9	77409	3	0	84	71785	15	
Laurentian University	0	0	21	65328	27	69956	30	73509	15	78604	3	0	9	78799	3	95093	105	73409	14	
Nipissing University	3	0	9	66803	21	70547	21	73986	15	76070	9	78632	9	80747	3	0	84	74329	12	
RMC of Canada	3	0	9	75861	12	71602	18	78180	9	70332	6	81459	6	78667	9	72400	63	75392	10	
Ryerson University	3	0	27	75728	51	76818	45	80383	39	78118	24	81784	12	82030	3	0	201	78508	6	
Trent University	0	0	18	72838	24	75579	15	79654	6	83605	3	0	3	0	0	0	66	76929	8	
University of Windsor	3	0	36	68701	42	71725	51	75155	30	79792	24	74300	6	83842	3	85735	189	74169	13	
Wilfrid Laurier University	3	0	39	72384	63	68845	42	69823	21	74357	9	71353	3	0	0	0	180	70489	16	
York University	9	89778	75	83155	99	83103	72	84836	45	81683	39	81790	36	85113	30	96912	405	84426	3	

ALL GROUPS

UNIVERSITY	AGE GROUP																Rank ALL	Rank BOVEY		
	Under 30		30-34		35-39		40-44		45-49		50-54		55-59		60+				TOTAL	
	N	MEAN	N	MEAN	N	MEAN	N	MEAN	N	MEAN	N	MEAN	N	MEAN	N	MEAN			N	MEAN
McMaster University	6	82629	54	72238	111	82639	99	92402	108	103296	84	110863	96	117898	87	119264	639	101809	6	4
Queen's University	3	108744	57	85263	105	87806	105	99965	108	107752	99	109756	93	119065	75	122909	645	105557	4	3
University of Guelph	0	0	57	70979	120	79343	120	86508	126	93125	132	104777	135	113072	93	112145	774	96451	NA	NA
University of Toronto	18	82286	135	97419	258	100390	267	112508	246	123519	231	128630	249	132780	309	139866	1710	121196	1	1
University of Waterloo	12	56607	93	78682	102	81612	141	97787	159	106644	102	114867	123	122742	114	127396	846	106033	3	2
University of Western Ontario	6	69500	75	78240	123	86321	162	93134	141	97913	129	103994	120	115305	132	118723	897	100379	7	5
Brock University	3	78088	48	69992	78	77971	72	84193	66	90790	72	103926	75	113981	57	126200	471	95601	12	
Carleton University	3	0	57	66855	81	74499	93	87121	117	93444	105	105027	93	110580	105	117675	654	96451	10	
Lakehead University	3	0	15	67337	36	71731	39	70738	51	89614	45	98507	48	102337	33	103048	267	90794	15	
Laurentian University	0	0	24	57162	33	72565	51	79716	48	91342	42	97046	57	107706	57	121127	312	95991	11	
Nipissing University	3	0	9	66803	24	61729	27	76560	18	63392	18	69203	21	94067	9	64852	120	81365	16	
RMC of Canada	3	0	9	75861	15	75075	33	75468	21	89785	27	104498	33	108589	54	104675	189	97468	9	
Ryerson University	3	0	27	75728	81	83598	99	86925	99	92360	102	100938	108	112375	78	112856	603	98452	8	
Trent University	0	0	18	72838	33	78640	33	86718	27	102473	36	108058	33	117444	51	132364	237	106691	2	
University of Windsor	3	0	39	63416	57	74533	90	82193	69	89385	84	95830	63	113437	93	123833	495	95531	13	
Wilfrid Laurier University	3	0	42	67214	81	73901	75	79347	57	88128	69	100586	63	108696	45	125137	435	91820	14	
York University	9	89778	78	79957	129	87248	174	96236	177	102572	192	105135	204	109905	294	119822	1257	104532	5	

Notes

- Universities in green shading represent the research intensive universities identified in the Bovey Commission report. In practice, Guelph is not normally included as a comparator.
- Data is for all non-medical faculty including those with administrative duties
- Guelph is omitted from ranking because the contract has not been settled and this will likely include retroactive corrections
- Western ranks a little below McMaster but the effects of a catch-up provision in their last agreement have not been factored in and this may have raised their average salary above McMaster's.
- Lecturers are excluded from calculations because of difference in definitions among institutions make valid salary data comparisons difficult.

Table 5
Minima and Maxima for Ontario University Professors
by Rank and University
 (Source: OCUFA — current compilation in progress...)

Rank	University	2007-2008		2008-2009		2009-10	
		Floor	Ceiling	Floor	Ceiling	Floor	Ceiling
Professor	Brock	95,768	156,555				
	Carleton	91,510	139,100	96,330	145,950		
	Guelph						
	Lakehead	83,190	131,845				
	Laurentian	91,229	no cap				
	McMaster	90,035	no cap				
	Nipissing	95,130	131,594	97,984	135,528		
	Ottawa	81,696	142,627				
	Queens	75,658	no cap				
	Ryerson	87,205	no cap		no cap		
	Toronto						
	Trent	100,322	149,039				
	Waterloo	102,316	no cap				
	Western	85,790	no cap	88,364	no cap	91,236	no cap
	WLU	93,197	132,000				
Windsor	89,807	no cap					
York	82,000	no cap	82,000	no cap			
Associate	Brock	75,086	156,555				
	Carleton	69,330	139,100	72,980	145,950		
	Guelph						
	Lakehead	66,190	118,390				
	Laurentian	74,047	no cap				
	McMaster	71,118	no cap				
	Nipissing	78,428	108,388	80,781	111,629		
	Ottawa	68,044	118,161				
	Queens	59,925	no cap				
	Ryerson	76,570	no cap				
	Toronto						
	Trent	80,569	128,161				
	Waterloo	80,312	no cap				
	Western	70,191	no cap	72,297	no cap	74,647	no cap
	WLU	76,057	110,000				
Windsor	70,561	119,954					
York	65,000	no cap	65,000	no cap			
Assistant	Brock	62,622	156,555				
	Carleton	55,640	139,100	58,380	145,950		
	Guelph						
	Lakehead	52,785	82,535				
	Laurentian	61,473	no cap				
	McMaster	55,015	no cap				
	Nipissing	60,699	86,466	62,520	89,046		
	Ottawa	61,597	85,194				
	Queens	56,885					
	Ryerson	60,618	106,347				
Toronto							
Trent	65,755	102,643					

	Waterloo	63,811	no cap				
	Western	61,192	no cap	63,028	no cap	65,076	no cap
	WLU	58,917	99,000				
	Windsor	56,305	95,718				
	York	55,000	no cap	55,000	no cap		
Lecturer	Brock	48,371	156,555				
	Carleton	44,370	139,100	46,710	145,950		
	Guelph						
	Lakehead	44,710	65,685				
	Laurentian	50,754	no cap				
	McMaster	44,409	no cap				
	Nipissing	46,761	65,018	48,164	66,952		
	Ottawa	48,681	64,391				
	Queens	-	-				
	Ryerson	n/a	n/a				
	Toronto						
	Trent	55,878	83,039				
	Waterloo	49,508					
	Western	44,993	no cap	46,343	no cap	47,849	no cap
	WLU	50,990	99,000				
	Windsor	46,329	78,760				
	York	48,000	no cap	48,000	no cap		

Notes

- Note: At Brock there is an overall salary cap of 2.5 times the assistant professor floor in effect.
- Note: At Carleton there is an overall cap on salaries as noted.
- Note: At Lakehead, the Assistant Professor and Lecturer ceilings noted above apply to tenured Faculty members only. For untenured members, the Associate Professor floor is the Assistant Professor and Lecturer ceiling.
- Note: The cap on Professor salaries at Ryerson was eliminated in the June, 2003 arbitration award. The cap on Associate salaries can be exceeded by \$10,000 due to merit awards.
- Note: Toronto 2007 settlement includes provision for working group to examine salary floors and ceilings.
- Note: WLU ceilings apply to increments only. Members are entitled to a minimum number of increments irrespective of the caps; subject to overall cap on salaries equal to Professor ceiling.
- Note: The caps at Windsor apply after 5 years at rank for Lecturers/Assistants, and 10 years at rank for Associates.

